



# MISSOURI WORKS

Report to the General Assembly

Fiscal Year 2025

July 1, 2024 – December 31, 2024



Missouri Department of  
Economic Development

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# MISSOURI WORKS

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## Expanding Business and Creating Jobs

The Missouri Works Program was created to facilitate the creation and retention of high quality jobs by targeted business projects. It went into effect on August 28, 2013. The program includes nine categories: Zone, Rural, Statewide, Mega 120, Mega 140, Retention Works, Deal Closing Fund, Retention Works-Auto Manufacturing, and Qualified Military Projects. The benefits may include the retaining of state withholding taxes and/or state tax credits. There are both "statutory" and "discretionary" components to the program (see: [Missouri Works Summary](#)).

Missouri Works is a "performance-based" incentive, such that the benefits are not provided until the actual new or retained payroll is documented at the end of each year of the company's benefit period. In addition, each company that participates in the program must execute an agreement with the Missouri Department of Economic Development (DED) to ensure compliance, record keeping, minimum job creation/retention, and in certain instances, minimum new capital investment.

Pursuant to section 620.2020.15. RSMo, DED is required to report on the following each quarter to the General Assembly:

1. A list of all approved and disapproved applicants for each tax credit (see: [Missouri Works Report for Legislators Total Authorized](#));
2. A list of the aggregate amount of new or retained jobs that are directly attributable to the tax credits authorized (see: [Missouri Works Report for Legislators Total Authorized](#));
3. A statement of the aggregate amount of new capital investment directly attributable to the tax credits authorized (see: [Missouri Works Report for Legislators Total Authorized](#));
4. Documentation of the estimated net state fiscal benefit for each authorized project and, to the extent available, the actual benefit realized upon completion of such project or activity. The Net General Revenue Benefit Ratio is reported as the ratio for the project as a whole, with all incentives included (see: [Missouri Works Report for Legislators Total Authorized](#) and [Missouri Works Report for Legislators Total Closed](#)); and
5. The Department's response time for each request for a proposed benefit award under this program (see: [Proposal Assignment Tracking](#)).

# Missouri Works Summary

July 1, 2024 – December 31, 2024

Program Type	Minimum Job Number	Minimum Investment	Minimum Average Wage	Benefit Type	Statutory Benefit Calculation	Discretionary Benefit Calculation	Other Notes
Zone Works	2	\$100,000 within 2 years of approval	80% of County Average Wage	Statutory	Retain 100% of state withholding tax of the new jobs for 5 years (or 6 years for existing MO business).	None	Project facility must be located in an Enhanced Enterprise Zone.
Rural Works	2	\$100,000 within 2 years of approval	90% of County Average Wage	Statutory	Retain 100% of state withholding tax of the new jobs for 5 years (or 6 years for an existing MO business).	None	Project facility must be in a "rural" county, which excludes Cape Girardeau, Cass, Christian, Cole, Franklin, Jasper, Jefferson, and Platte Counties.
Statewide Works	10	None	90% of County Average Wage	Statutory & Discretionary Components	Retain 100% of state withholding tax of the new jobs for 5 years (or 6 years for an existing MO business).	An additional benefit of up to 6% of new payroll each year for 5 years (6 years for an existing MO business) in refundable tax credits not to exceed 9% of new payroll.	
Mega 120 Works	100	None	120% of County Average Wage	Statutory & Discretionary Components	6% of new payroll each year for 5 years (6 years for an existing MO business) in a combination of retained withholdings taxes and refundable tax credits.	An additional benefit of up to 3% of new payroll each year for 5 years (6 years for an existing MO business) in refundable tax credits not to exceed 9% of new payroll.	
Mega 140 Works	100	None	140% of County Average Wage	Statutory & Discretionary Components	7% of new payroll each year for 5 years (6 years for an existing MO business) in a combination of retained withholdings taxes and refundable tax credits.	An additional benefit of up to 2% of new payroll each year for 5 years (6 years for an existing MO business) in refundable tax credits not to exceed 9% of new payroll.	
Retention Works	50 retained	50% or more of the incentive total	90% of County Average Wage	Discretionary	None	Retain up to 100% of state withholding tax for the retained jobs for up to 10 years.	Company must be at risk for relocation out of state.
Deal Closing Fund	10	None	100% of County Average Wage	Discretionary	None	Tax credits based on the analysis of investment, jobs, wages, etc., and outlined in the proposal. Tax credits must be issued within 1 year.	
Retention Works—Auto Manufacturing (Discretionary)	N/A	\$500,000,000 within 3 years of NOI Approval	N/A	Discretionary	None	Tax credits based on the analysis of investment, jobs, wages, etc., and outlined in the proposal.	
Qualified Military Projects	10	Real or Personal Property Amount as outlined in the proposal	90% of County Average Wage	Discretionary	None	Tax credits equal to estimated withholding taxes for a term no longer than 15 years, and must have been proposed.	Requires an MOU between the Industrial Development Authority and the U.S. Department of Defense.

**Total Credits Authorized from July 1, 2024 – December 31, 2024**

Company Name/Requestor Program	Mo Works Project Type	Retained Jobs	Authorized Tax Credits	Authorized Withholding Amount	Projected Jobs	Anticipated Investment	Net General Revenue Benefit Ratio	Value-Added/GSP in \$
Missouri Works - Retention Works								
CONAGRA FOODS PACKAGED FOODS, LLC	Statutory	340	\$0.00	\$1,954,254.00	0	\$977,127.00		
<b>Total Retention Works</b>		<b>340</b>	<b>\$0.00</b>	<b>\$1,954,254.00</b>	<b>0</b>	<b>\$977,127.00</b>	<b>Avg: 0.00</b>	
Missouri Works - Rural Works								
HUDSON INDUSTRIES, INC.	Statutory		\$0.00	\$35,462.00	7	\$1,780,370.00		
REWORLD SOLUTIONS, LLC	Statutory		\$0.00	\$197,953.00	21	\$11,611,228.00		
WALKER PRODUCTS, INC.	Statutory		\$0.00	\$188,190.00	25	\$5,000,000.00		
<b>Total Rural Works</b>			<b>\$0.00</b>	<b>\$421,605.00</b>	<b>53</b>	<b>\$18,391,598.00</b>	<b>Avg: 0.00</b>	
Missouri Works - Statewide Works								
AMERICAN FOODS GROUP, LLC	Discretionary		\$18,719,943.00	\$0.00	1373	\$808,000,000.00	1.11	257.7
AMERICOLD LOGISTICS, LLC	Discretionary		\$658,040.00	\$2,158,372.00	187	\$127,500,000.00	1.29	33.9
CAPITAL HOLDING GROUP, INC.	Statutory		\$0.00	\$144,780.00	29	\$29,512,612.00		
CENTRAL POWER SYSTEMS & SERVICES LLC	Statutory		\$0.00	\$2,570,862.00	245	\$28,500,000.00		
CERTIFIED EXPRESS, INC.	Statutory		\$0.00	\$630,300.00	46	\$12,015,000.00		
CLEMENT SERVICE CENTER, LLC	Statutory		\$0.00	\$634,072.00	53	\$12,145,000.00		
CONAGRA FOODS PACKAGED FOODS, LLC	Statutory		\$0.00	\$259,888.00	26	\$29,100,000.00		
DOWCO MARINE, INC.	Statutory		\$0.00	\$219,307.00	33	\$4,900,000.00		
EAGLEPICHER TECHNOLOGIES, LLC	Discretionary		\$420,489.00	\$825,871.00	100	\$20,910,000.00	2.1	\$123.80
GMES LLC DBA GME SUPPLY	Statutory		\$0.00	\$224,002.00	30	\$0.00		
HNTB HOLDINGS LTD.	Statutory		\$0.00	\$221,963.00	15	\$120,000.00		
HNTB HOLDINGS, LTD.	Statutory		\$0.00	\$276,811.00	15	\$420,179.00		
JERRY KELLY HEATING & AIR CONDITIONING, INC.	Statutory		\$0.00	\$374,505.00	34	\$0.00		
KRAMER & FRANK P.C.	Statutory		\$0.00	\$423,752.00	36	\$0.00		
MECHANICAL DYNAMICS & ANALYSIS LLC	Statutory		\$0.00	\$556,589.00	60	\$4,000,000.00		
MILLER'S, INC. DBA MILLER'S PROFESSIONAL IMAGING CO.	Statutory		\$0.00	\$251,582.00	25	\$0.00		
NESTLE PURINA PETCARE COMPANY	Statutory		\$0.00	\$385,348.00	20	\$0.00		
NEW WLE, LLC	Statutory		\$0.00	\$635,260.00	76	\$0.00		
PAYTIENT TECHNOLOGIES, INC.	Statutory		\$0.00	\$188,287.00	16	\$1,065,000.00		

**Total Credits Authorized from July 1, 2024 – December 31, 2024 (continued)**

Company Name/Requestor Program	Mo Works Project Type	Retained Jobs	Authorized Tax Credits	Authorized Withholding Amount	Projected Jobs	Anticipated Investment	Net General Revenue Benefit Ratio	Value-Added/GSP in \$
PD INNOVATIVE, LLC	Statutory		\$0.00	\$176,216.00	10	\$0.00		
PICCADILLY SOFTWARE GROUP LLC	Statutory		\$0.00	\$205,776.00	13	\$0.00		
SADDLE CREEK LOGISTICS SERVICES COMPANY	Statutory		\$0.00	\$65,816.00	10	\$0.00		
SENTIO BIOSCIENCES LLC	Statutory		\$0.00	\$118,846.00	10	\$1,500,000.00		
VARRO HOLDINGS, INC	Statutory		\$0.00	\$391,517.00	33	\$42,500,000.00		
XPO LOGISTICS FREIGHT, INC.	Statutory		\$0.00	\$621,394.00	50			
<b>Total Statewide Works</b>			<b>\$19,798,472.00</b>	<b>\$12,561,116.00</b>	<b>2,545</b>	<b>\$1,122,187,791.00</b>	<b>AVG: 4.5</b>	<b>\$415.40</b>
<b>Missouri Works - Zone Works</b>								
ACE HARDWARE CORPORATION	Statutory		\$2,279,013.00	\$0.00	350	\$177,000,000.00		
BUTLER MACHINE LLC	Statutory		\$0.00	\$72,410.00	7	\$1,500,000.00		
COHEN ARCHITECTURAL WOODWORKING, LLC	Statutory		\$0.00	\$78,728.00	17	\$1,360,000.00		
CREATIVE MODULAR CONSTRUCTION, LLC	Statutory		\$0.00	\$432,881.00	80	\$46,280,000.00		
EMPRISE BANK COMPANY	Statutory		\$0.00	\$209,348.00	16	\$5,000,000.00		
HYSON INTERNATIONAL CORP.	Statutory		\$0.00	\$57,118.00	4	\$100,000.00		
MAC RAK, INC.	Statutory		\$0.00	\$245,011.00	50	\$2,465,000.00		
PARKER HANNIFIN CORPORATION	Statutory		\$0.00	\$508,215.00	101	\$956,000.00		
SIGMA-ALDRICH CO, LLC	Statutory		\$0.00	\$1,241,435.00	100	\$11,059,000.00		
SMOKIN BROTHERS, INC.	Statutory		\$0.00	\$47,504.00	5	\$350,000.00		
TERRA FACILITIES, LLC	Statutory		\$0.00	\$241,124.00	25	\$10,460,000.00		
THE BRADBURY CO., INC.	Statutory		\$0.00	\$106,289.00	10	\$6,500,000.00		
TRIAD MANUFACTURING, INC.	Statutory		\$0.00	\$501,805.00	32	\$1,780,000.00		
TRUSSWORKS JACKSON, LLC	Statutory		\$0.00	\$289,835.00	70	\$5,000,000.00		
VERTICAL COLD STORAGE, LLC	Statutory		\$0.00	\$746,344.00	98	\$120,920,151.00		
<b>Total Zone Works</b>			<b>\$2,279,013.00</b>	<b>\$4,778,047.00</b>	<b>965</b>	<b>\$390,730,151.00</b>	<b>Avg: 0.00</b>	
<b>Total Ending July 1, 2024-December 31, 2024</b>	<b>340</b>		<b>\$22,077,485.00</b>	<b>\$19,715,022.00</b>	<b>3,563</b>	<b>\$1,532,286,667.00</b>	<b>Avg: 4.5</b>	<b>\$415.40</b>

## Missouri Works for Legislators

**Total Denied from July 1, 2024 – December 31, 2024**

Company Name/Requestor Program	Mo Works Project Type	Retained Jobs	Authorized Tax Credits	Authorized Withholding Amount	Projected Jobs	Anticipated Investment	Net General Revenue Benefit Ratio	Value-Added/GSP in \$
<b>Total Ending July 1, 2024-December 31,2024</b>							<b>Avg:</b>	

## Missouri Works for Legislators

**Total Closed from July 1, 2024 – December 31, 2024**

Company Name/Requestor Program	Mo Works Project Type	Total Benefits		New Jobs		Investment		Net General Revenue Benefit Ratio (Projected)	Value-Added/GSP in \$ (Projected)
		Authorized	Actual	Projected	Actual	Projected	Actual		
<b>Missouri Works - Mega 120 Works</b>									
VETERANS UNITED HOME LOANS (MORTGAGE RESEARCH CENTER - COMO)	Statutory	\$52,780,954	\$10,678,855	276	414	\$0			
<b>Total 120 Works</b>		<b>\$52,780,954</b>	<b>\$10,678,855</b>	<b>276</b>	<b>414</b>	<b>\$0</b>		<b>Avg: 0.00</b>	
<b>Missouri Works - Statewide Works</b>									
HOFFMANN BROTHERS HEATING & AIR CONDITIONING INC	Statutory	\$517,653	\$1,685,332	72	225	\$2,200,000			
STRUCTSURE PROJECTS INC. FKA UNITED EXCEL CORPORATION	Statutory	\$779,447	\$565,214	47	27	\$600,000	\$1,849,849		
<b>Total Statewide Works</b>		<b>\$1,297,100</b>	<b>\$2,250,546</b>	<b>119</b>	<b>252</b>	<b>\$2,800,000</b>	<b>\$1,849,849</b>	<b>Avg: 0.00</b>	
<b>Missouri Works - Zone Works</b>									
CREMALAB, LLC	Statutory	\$184,420	\$251,238	20	6	\$450,574	\$100,000		
<b>Total Zone Works</b>		<b>\$184,420</b>	<b>\$251,238</b>	<b>20</b>	<b>6</b>	<b>\$450,574</b>	<b>\$100,000</b>	<b>Avg: 0.00</b>	
<b>Total Ending July 1, 2024-December 31, 2024</b>		<b>\$54,262,474</b>	<b>\$13,180,639</b>	<b>415</b>	<b>672</b>	<b>\$3,250,574</b>	<b>\$1,949,849</b>	<b>Avg:</b>	

# Proposal Assignment Tracking

July 1, 2024 – December 31, 2024

Project ID	# of Business Days from PIR to RFP	# of Business Days from RFP to Proposal	# of Business Days from PIR to Response
<b>QTR 1</b>			
2406006	2	0	0
2407003	3	6	1
2407005	1	2	0
2407004	0	5	1
2408001	11	1	0
2407007	7	1	1
2408002	4	1	0
2407006	17	1	0
24020102	0	1	3
2408005	6	0	0
2408008	6	2	3
2409003	1	0	2
2409004	2	6	4
2408007	7	2	0
<b>Average Response Time in Days</b>			<b>1.07</b>
<b>QTR 2</b>			
2409009	4	1	0
2409002	11	2	0
2409007	8	0	0
2409006	1	4	0
2410005	6	3	2
2410003	0	0	0
2410014	2	0	0
2411003	3	1	3
2410007	9	0	9
2410012	10	0	0
2412001	9	0	4
2410011	1	0	1
2412002	6	3	4
2412009	3	1	1
<b>Average Response Time in Days</b>			<b>1.71</b>